

C-505/19/15

2015 CITY OF SAN JOSE – MEF/CEO NEGOTIATIONS

CITY PROPOSAL TO CEO – SICK LEAVE

City Proposed Language:

ARTICLE 18 SICK LEAVE

18.1 Each part-time and full-time employee shall be entitled to sick leave with pay in accordance with the following provisions:

18.1.1 Sick leave shall accrue in an amount equal to the number of hours worked, excluding overtime, multiplied by a factor of 0.04616. Paid leave for holidays, vacation, disability, compensatory time off, or other paid leave shall be considered time worked for purposes of this section.

ARTICLE 24 SUPPLEMENTAL BENEFITS FOR PART-TIME EMPLOYEES

24.3 Sick Leave With Pay

24.3.1 During the term of this Agreement, sick leave with pay shall be granted to ~~eligible part-time~~ employees in the amount of 0.04616 hour of sick leave for each hour worked, exclusive of overtime, and shall be subject to the same restrictions, conditions and limitations as are applicable to paid sick leave for full-time employees.

24.3.2 Any such part-time employee shall be entitled to paid sick leave only for those days and number of hours he/she is in fact assigned to work or would have been required to work, notwithstanding the designation, scheduling and ~~indefinite~~ assignment made pursuant to this Article.

24.3.3 No ~~eligible part-time~~ employee shall be entitled to sick leave with pay for any day or portion of a day during which the employee is absent, if in fact, the employee is not assigned to work or would not have been required to work on that day or portion of that day, notwithstanding the designation, scheduling and ~~indefinite~~ assignment made pursuant to this Article.